

	A	B	C	D	E	F	G	H
1	<b>The Pay Plan No. 701 of Personnel Policy</b>		<b>Revised 2018 for Positions and CPI (2.5%)</b>					
2								
3	<b>Grade</b>	<b>Position</b>	<b>Beginning</b>	<b>Top Out</b>	<b>INC25%</b>	<b>Midpoint</b>	<b>INC75%</b>	<b>P/Hour</b>
4								
5	50	Part Time Seasonal Maintenance (inactive)	\$ 24,043.64	N/A	N/A	N/A	N/A	11.559
6								
7	51	Administration/Comm. Dev. Intern (PT - Inactive)	\$ 25,245.94	\$ 38,176.79	\$ 28,478.65	\$ 31,711.37	\$ 34,944.08	12.137
8								
9	52	Maintenance Worker I	\$ 28,098.15	\$ 40,086.36	\$ 31,095.20	\$ 34,092.25	\$ 37,089.31	13.509
10		Facilities Maintenance Technician I						
11		Stormwater Maintenance Technician I						
12		CSR/Receptionist (FT/PT)						
13		Main Street Administrative Assistant (PT/FT)						
14								
15	53	Administrative Assistant I	\$ 29,503.05	\$ 42,091.05	\$ 32,650.05	\$ 35,797.05	\$ 38,944.05	14.184
16		Administrative Assistant I (Police/Public Safety)						
17		Business/Alcohol License Clerk I						
18		Facilities Maintenance Technician II						
19		Maintenance Worker II						
20		Water Meter Reader (to be phased out with tech)						
21		Stormwater Maintenance Technician II						
22		Permit Coordinator I						
23		Utility Billing Clerk I						
24								
25	54	Facilities Maintenance Supervisor	\$ 30,978.20	\$ 44,194.50	\$ 34,282.28	\$ 37,586.35	\$ 40,890.43	14.893
26		Water Meter Maintenance Technician I						
27								
28	55	Water/ Sewer Operator Trainee	\$ 31,300.27	\$ 46,404.04	\$ 35,076.22	\$ 38,852.16	\$ 42,628.10	15.048
29		Stormwater Maintenance Technician III						
30		Maintenance Worker III						
31		Assistant Municipal Court Clerk I						

	A	B	C	D	E	F	G	H
1	<b>The Pay Plan No. 701 of Personnel Policy</b>		<b>Revised 2018 for Positions and CPI (2.5%)</b>					
2								
3	<b>Grade</b>	<b>Position</b>	<b>Beginning</b>	<b>Top Out</b>	<b>INC25%</b>	<b>Midpoint</b>	<b>INC75%</b>	<b>P/Hour</b>
4								
32								
33	56	Administrative Assistant II	\$ 32,865.91	\$ 48,725.16	\$ 36,830.73	\$ 40,795.54	\$ 44,760.35	15.801
34		Permit Coordinator II						
35		Utility Billing Clerk II						
36		Business/Alcohol License Clerk II						
37		Heavy Equipment Operator I						
38		Maintenance Crew Leader I						
39		Water Meter Maintenance Technician II						
40		Assistant Municipal Court Clerk II						
41								
42	57	Accounts Payable Clerk I	\$ 34,509.27	\$ 51,161.51	\$ 38,672.33	\$ 42,835.39	\$ 46,998.45	16.591
43		Municipal Court/Police Records Clerk I						
44		Water/Sewer Operator III						
45								
46	58	Maintenance Crew Leader II	\$ 36,235.28	\$ 53,720.41	\$ 40,606.56	\$ 44,977.84	\$ 49,349.13	17.421
47		Water Meter Maintenance Technician III						
48		Heavy Equipment Operator II						
49		Utility Billing Clerk III						
50		Administrative Assistant III						
51		Business/Alcohol License Clerk III						
52		Permit Coordinator III						
53		Accounts Payable Clerk II						
54								
55	59	Water/Sewer Operator II	\$ 38,047.66	\$ 56,407.34	\$ 42,637.58	\$ 47,227.50	\$ 51,817.42	18.292
56		Planning Technician (Comm. Dev. - Part Time)						
57		Executive Administrative Assistant						
58		Assistant City Clerk I (non certified)						

	A	B	C	D	E	F	G	H
1	<b>The Pay Plan No. 701 of Personnel Policy</b>		<b>Revised 2018 for Positions and CPI (2.5%)</b>					
2								
3	<b>Grade</b>	<b>Position</b>	<b>Beginning</b>	<b>Top Out</b>	<b>INC25%</b>	<b>Midpoint</b>	<b>INC75%</b>	<b>P/Hour</b>
4								
59		Municipal Court/Police Records Clerk II						
60		Mechanic						
61								
62	60	Building Inspector I (residential)	\$ 39,950.11	\$ 59,227.80	\$ 44,769.53	\$ 49,588.96	\$ 54,408.38	19.207
63		Code Enforcement Officer						
64		Maintenance Crew Leader III						
65								
66	61	Fleet Manager (inactive)	\$ 41,947.55	\$ 62,189.10	\$ 47,007.94	\$ 52,068.32	\$ 57,128.71	20.167
67		Police Officer I						19.207
68		Water/Sewer Operator I						
69								
70	62	Building Inspector II (Residential/Commercial)	\$ 44,044.93	\$ 65,298.55	\$ 49,358.34	\$ 54,671.74	\$ 59,985.15	21.175
71		Corporal (inactive)						20.167
72		Public Works Manager						
73		Assistant City Clerk II (certified)						
74		Police Officer II						
75								
76	63	Investigator I	\$ 46,247.17	\$ 68,563.48	\$ 51,826.25	\$ 57,405.33	\$ 62,984.40	22.234
77		Police Officer III						21.175
78		Planner I (New for 2018)	\$ 47,403.35					
79		Human Resources Specialist I (2-5 Years)						
80		Assistant City Clerk III (post certification)						
81		City Clerk - (uncertified - HS/BA 2 - 5 years)						
82								
83	64	GIS Coordinator/Stormwater Specialist	\$ 48,559.54	\$ 71,991.66	\$ 54,417.57	\$ 60,275.60	\$ 66,133.63	23.346
84		Police Sergeant I						22.234
85		Investigator II						

	A	B	C	D	E	F	G	H
1	<b>The Pay Plan No. 701 of Personnel Policy</b>		<b>Revised 2018 for Positions and CPI (2.5%)</b>					
2								
3	<b>Grade</b>	<b>Position</b>	<b>Beginning</b>	<b>Top Out</b>	<b>INC25%</b>	<b>Midpoint</b>	<b>INC75%</b>	<b>P/Hour</b>
4								
86								
87	65	Planner II	\$ 50,987.50	\$ 75,591.24	\$ 57,138.44	\$ 63,289.37	\$ 69,440.31	24.513
88		Human Resources Specialist II (5+ Years)						
89		Main Street Manager/Economic Development						
90								
91	66	Police Sergeant II	\$ 53,536.89	\$ 79,370.80	\$ 59,995.37	\$ 66,453.84	\$ 72,912.32	25.739
92								24.513
93	67	Chief Building Official	\$ 56,213.73	\$ 83,339.34	\$ 62,995.13	\$ 69,776.54	\$ 76,557.94	27.026
94		Lieutenant						25.739
95								
96	68	Asst. Community Development Director	\$ 59,024.41	\$ 87,506.31	\$ 66,144.88	\$ 73,265.36	\$ 80,385.83	28.377
97		Lieutenant II						27.026
98								
99	69	Stormwater Utility Manager	\$ 61,975.63	\$ 91,881.62	\$ 69,452.13	\$ 76,928.63	\$ 84,405.13	29.796
100		Public Works Manager - Street Maintenance						
101		Public Works Manager - Utilities Distribution						
102		City Clerk - (uncertified - BA >5 years)						
103								
104	70	Water and Wastewater Manager	\$ 65,074.42	\$ 96,475.70	\$ 72,924.74	\$ 80,775.06	\$ 88,625.38	31.286
105		Police Captain						29.796
106		Assistant Public Works Director (Inactive/Future)						
107								
108	71	City Clerk (Certified 5+ Years)	\$ 68,328.14	\$ 101,299.49	\$ 76,570.98	\$ 84,813.82	\$ 93,056.65	32.850
109		Police Captain II						31.286
110								
111	72	Public Works and Facilities Director	\$ 71,744.54	\$ 106,364.46	\$ 80,399.52	\$ 89,054.50	\$ 97,709.48	34.493
112								

	A	B	C	D	E	F	G	H
1	<b>The Pay Plan No. 701 of Personnel Policy</b>		<b>Revised 2018 for Positions and CPI (2.5%)</b>					
2								
3	<b>Grade</b>	<b>Position</b>	<b>Beginning</b>	<b>Top Out</b>	<b>INC25%</b>	<b>Midpoint</b>	<b>INC75%</b>	<b>P/Hour</b>
4								
113	73	Community Development Director	\$ 75,331.78	\$ 111,682.69	\$ 84,419.50	\$ 93,507.23	\$ 102,594.96	36.217
114								
115	74	Police Chief	\$ 79,098.37	\$ 117,266.82	\$ 88,640.49	\$ 98,182.60	\$ 107,724.71	38.028
116		Public Safety Director (inactive)						
117								
118	75	Human Resources Director (Inactive/Future)	\$ 83,053.28	\$ 123,130.16	\$ 93,072.50	\$ 103,091.72	\$ 113,110.94	39.929
119								
120	76	Finance Director (Inactive/Future)	\$ 87,205.95	\$ 129,286.67	\$ 97,726.13	\$ 108,246.31	\$ 118,766.49	41.926
121		Police Chief (over 5 Years)						
122								
123	77	Assistant City Manager (Inactive/Future)	\$ 91,566.23	\$ 135,751.01	\$ 102,612.43	\$ 113,658.62	\$ 124,704.81	44.022
124								
125	78	City Manager	\$ 96,144.55	\$ 142,538.56	\$ 107,743.05	\$ 119,341.55	\$ 130,940.05	46.223
126								
127	79	City Manager (5 - 10 Years)	\$ 100,951.78	\$ 149,665.48	\$ 113,130.21	\$ 125,308.63	\$ 137,487.06	48.535
128								
129	80	City Manager (Certified ICMA/GMA or 10+Years)	\$ 105,999.37	\$ 157,148.76	\$ 118,786.72	\$ 131,574.07	\$ 144,361.41	50.961